

# UTAH DEPARTMENT OF HUMAN SERVICES NEWS

CARING IS OUR BUSINESS

March 2009



## ODE TO “RIF” RAF

*By Angelique Colemere, the Artist Formerly Known as Communications Liaison*

As the Legislative Session closes and the dust settles DHS will start to see the furthering evidence of the effects of what some legislators so fondly called “productivity enhancements.” As an EDO “productivity enhancement,” I have oddly found myself in the same predicament of trying to figure out my own budget: no income, projected cuts, backfills and “rainy day” funds. Of course, my “productivity enhancements” are my three cats, one of which I would happily give to a loving home if interested. Honestly, I like my cats better than most people and would never let them go. Well, except Claire, she hates the other cats.

Those of you who have been RIF’ed are probably not reading this newsletter (or maybe you are since there is not much to do in the painful 20 days you still have to report to work). There are many loopholes to jump through and forms to fill out, all the while receiving sympathetic

nods and gestures from other employees who don’t know what to say and are fearful themselves about their future. Without a doubt, there is a grief process one goes through when experiencing this situation. Unfortunately, the Employee Assistance Program was cut, so it is a good thing I’m a therapist and get “family discount” on self-help therapy.

Luckily for us RIF-RAF (RAF being really ancient firewood, a.k.a, deadwood), change brings on movement, challenges, adventures and strengths that perhaps we may have not experienced without the push. New opportunities will arise. Those who are your true supports shine in what sometimes feels like a dark shadow. We give our hearts and souls to these difficult jobs we do and I fully intend to continue to do so, wherever I land. Keep smiling, look for the positives, spend some time with yourself, and do whatever you can to get through this “molehill or mountain” in the

road. Always remember, we might be RIF but we will never be RAF!

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# Budget Cuts Impact Human Services Directors Speak Candidly

utah department of  
human services

## Department of Human Services

*By Lisa-Michele Church, Director*

The status of the nation's economy has, unfortunately, taken a toll on our State and, more specifically, our department.

This Legislative session our department faced multiple budget scenarios, all of which involved cutting of programs, services and, in some cases, staff.

I worked closely with division directors, community partners, advocates, consumers, the Governor's Office and the Legislature to attempt to protect as many programs, services and jobs as possible.

Now that the session has ended and cuts have been made my Deputy Directors and I are working with the division directors to assess the cuts/impacts.

The focus of this month's newsletter is to brief you on the impact the cuts will have on our divisions. Several division directors have written summaries of the session. As you read the newsletter and hear or read things presented by media please keep in mind allocation decisions are still being made and we may not have concrete answers for some time.

Thank you for your dedication to service, especially in these trying times.

## Division of Aging and Adult Services

*By Nels Holmgren, Director*

The roller coaster 2009 Legislative session left the Division of Aging with its fair share of good news and bad news. The bad news, of course, is truly bad. We are left with a large hole in our Adult Protective Services budget, have lost terrific staff in our Long-term Care Ombudsman program, and are facing the loss of a significant chunk of our overall Administration funding. We are working through the details of how we will implement these cuts. Obviously this is no victory for us.

At the same time, we have a great deal to celebrate. Given the potential damage we faced early in the session, the Division came through relatively well. Despite the loss of APS funding, it was not the full program elimination originally proposed. Likewise, the Ombudsman program, originally targeted for elimination, and with it complications to our federal funding, remains in place despite our losses. Otherwise, program funding to our clients remains solid and we will continue to see vital services provided. Our glass is much more than half full, and we will move forward.

In the end, our losses will be sorely felt, but our infrastructure remains intact and we will prepare for the better years that will come. Our greatest asset remains the terrific people who remain dedicated, focused and committed to the great work they do. I look forward to working together to get past our current challenges and move on to coming opportunities.



## Division of Substance Abuse and Mental Health

*By Mark Payne, Director*

Substance abuse and mental health programs had a great deal of discussion during this legislative session. This provided the opportunity to dialogue and share what our services mean to individuals, their families and their lives.

The effect on substance abuse programs mainly focused on a reduction of the Drug Offender Program (DORA) and Drug Courts. DORA was reduced from \$4.6 million to just over \$2 million, while Drug Court was reduced by a million dollars. Additionally, local authorities lost nearly \$400,000 in provider rate roll backs.

The impact on mental health programs included the reduction of \$1.75 million to treatment services and a provider roll back of nearly one million dollars. The State Hospital beds were funded at the last moment which insured that no beds would be lost this year to local authorities. There was \$150,000 appropriated to study the Utah State Hospital to determine if there was a business case for privatization.

Several programs were being discussed for reductions, but one-time money was used to keep these programs in place in hopes that the economy would turn around. The local authorities are also able to keep adjustments in the federal Medicaid match rate that was increased, bringing additional revenue into mental health and substance abuse programs.

The net effect to DSAMH programs was minor compared to what was initially being discussed. We are able to maintain the infrastructure of all of our programs and systems which will allow us to build on them in the future as funding is available.

I appreciate the hard work, professionalism and level of caring for clients and their families throughout this process. We are able to continually point to the good work that is being done and show the benefit it is to the clients and their communities. We continue to have integrity in the work we do and plan on focusing on positive goals for the future. We have done much in the way of advancing recovery, insuring person-centered planning, improving outcome measures, and increasing wellness with a goal of providing services to all those with substance abuse and/or mental health needs.



## Juvenile Justice Services

*By Dan Maldonado, Director*

What a session-this was certainly the most intense legislative season I can remember experiencing. For a time it seemed like every piece of news we heard would be translated into deeper budget cuts. Things really hit home for us when we had to separate a number of staff.

We started this session facing cuts of \$13 million on top of the special session cuts. Most worrisome was the prospect of losing 150 staff. We were fortunate to have many legislators concerned enough about us that we ended the session with only a 3.6 percent cut for FY10. This was done by replacing general fund cuts with one time money from the federal stimulus package. What that means for us then, is next year, (starting in the fall), we will prepare a budget that requests replacement of the one time dollars.



While we're not out of the woods because a lot of cuts were backfilled with one time money, we are hopeful that this will bridge us to next year when things get better in the country. The detail on the cuts is available at the Legislatures home page.

## Division of Services for People with Disabilities

*By Alan Ormsby, Director*

If you are a fan of Mr. Toad's Wild Ride, you probably loved this year's legislative session. At the beginning of the session, things looked pretty bleak. As the session closes, we are in much better shape, but DSPD is still facing some big challenges.

First I want to thank every DSPD employee. Your strong work produces exceptionally good outcomes, empowering Lisa-Michele to make strong arguments for us. These arguments resonated at the legislature. So thank you for doing such great work!

As I mentioned, while we are in better shape, we will not escape unscathed. Here is a thumbnail: (1) Our policymaking Board was eliminated so we will need to find new ways to get public input; (2) Our non-Medicaid services were cut by \$265,000 in FY10, affecting about 100 people. We will do everything possible to ensure a smooth transition for the people impacted; (3) Our personnel budget was cut \$300,000, and we hoped that would be the only cut. But at the last minute, our administration was cut an additional \$105,100. And service delivery was cut an additional \$501,900.

So what will this mean? We are going to need to get creative to resolve the new cuts. Every possible option will be reviewed, including reorganization, furloughs, and actual RIFs. More details will be coming relating to how we will implement these cuts.



The bottom line? Our Division will be significantly impacted by the legislative cuts. But I am confident that we will re-tool to meet the challenges and emerge stronger than ever.



## Child and Family Services

### Division of Child and Family Services

*By Duane Betournay, Director*

With a huge sigh, the legislative session ended Thursday night with what was by most accounts, the most unusual legislative session on record. The questions now remain, how will we deal with the cuts to the FY10 budget, and how will we finish out FY09? Both of which are going to test us in ways that we have not been tested for many years.

The very good news is that despite these challenges, the picture could have been much more bleak. I know that probably sounds like "silver lining" thinking, but for those of you who have watched the process, talk of an \$22 million cut to the Department of Human Services (\$8 million for DCFS) were at times, a very grim and real prospect. This is not to make light of the fact that we have had to make sacrifices. Many people have had their lives disrupted by these cuts, and all of us have felt the stress of these times.

In the weeks and months ahead we will all have opportunities to look carefully at the budgets, and we will be asked to balance cuts against the needs of our clients. The Administrative Team will be meeting with Region Directors and Budget Staff to continue working on plans that have already started. I will keep you up to date with periodic emails to let you know our progress. I ask of you that you continue the very fine work you do with children and families. Now more than ever, they need your steady assistance.



## Office of Licensing

*By Ken Stettler, Director*

The Office of Licensing's share of the budget cut for FY2010 is \$154,800 in general funds. Although it is currently uncertain as to the total exact amount that will have to be cut from our OL budget, it will actually be significantly more than that due to the federal match dollars that will also be lost as a result of the general fund cut. What does this mean? Because of the intent of the legislation, and because nearly 90% of OL budget is salaries and benefits, very simply put, it is not going to be possible to make these kinds of cuts without a reduction in force. The office will need to eliminate at least 3 positions, and likely more depending on the current salary levels of those staff that are cut.

For those who remain in the office, caseloads are already near impossible and existing staff are all very stretched as it is. This action is certainly going to increase those loads. Nevertheless, the quality of our Office of Licensing staff is exceptional, and they are dedicated to their duties and responsibilities. As such, they are committed to making any necessary adjustments and to do the very best they can to manage the increase in numbers, until such time as the State can afford to provide the resources that are needed.



## Office of Recovery Services

*By Mark Brasher, Director*

The closing of the Legislative General Session for 2009 did not come quite soon enough for ORS. In the waning hours of the last day, our office was cut an additional \$1 million in General Fund. This is on top of the \$700,000 we lost earlier in the session. The good news is the legislature backfilled \$250,000 for fiscal year 2010, but this will fall far short of what is needed to run our day-to-day operations. There is some stimulus money available to offset the cuts, but because of the artificial cap placed on our ability to draw from the stimulus it will not be nearly enough.



**Promoting Responsibility**

We are working on other items to see what can be done to maximize our share of the stimulus. If successful, this will take much of the pressure off our office through fiscal year 2011. If not, we will need to find creative ways to manage our budget to mitigate layoffs.

These are truly challenging times that will require we all make sacrifices and work together to find solutions. We have an outstanding, dedicated group of employees and I'm confident we can work through this together.

## Training Tidbits

*Proper training is essential to best serving our consumers. Multiple training opportunities are posted and can be submitted online, [www.hstraining.utah.gov](http://www.hstraining.utah.gov). Below are just a few of the upcoming training opportunities supported by the department:*

### Generations 2009 Conference

April 2-3, 2009

Salt Palace Convention Center

Salt Lake City, Utah

For more information go to

[www.hstraining.utah.gov](http://www.hstraining.utah.gov)

### 22nd Annual Crime Victims' Conference

April 29-30, 2009

Utah State Capitol

Salt Lake City, Utah

For more information call 1-800-621-7444 or

go to [www.crimevictim.utah.gov](http://www.crimevictim.utah.gov)

### 30th Annual Conference of Agencies and Organizations Serving Troubled Youth

May 7-8, 2009

Snowbird Cliff Lodge

Snowbird, Utah

For more information go to

[www.troubledyouthconference.com](http://www.troubledyouthconference.com)

## HELP WANTED

Are you aware of a training or conference that we don't have listed in the Human Touch or online?

If so, please notify Elizabeth Sollis, [esollis@utah.gov](mailto:esollis@utah.gov), 801-538-4275.

You may also submit events online on the department training calendars,

[www.hstraining.utah.gov](http://www.hstraining.utah.gov).

*When we are no longer able to change a situation, we are challenged to change ourselves.*

*- Victor Frankl*

## State Hospital –CME Training Opportunities:

### Pain Management

April 9, 2009

**Don't Worry, Be Happy: Working Effectively with Anxiety Disorders in the Context of Family Therapy and I Feel Your Pain: Helping Families Facing Chronic Physical Illness Together**

April 15, 2009

**Therapy for Sexually Traumatized Adolescents: Developmentally Tailored Intervention that Fits and Assisting Couples in Healing from Behavioral Addiction**

May 20, 2009

All classes are held:

10:00 AM-12:00 PM

Classroom 21, Heninger Administration Bldg.

Utah State Hospital– Provo

For more information contact

Elaine Angulo @ 801-344-4265

## Food for the Heart

*By Utah Department of Health*

Continuing from February's American Heart Month, in the month of March you should keep on loving your heart and your taste buds by embracing brightly colored (and delicious) fruits and vegetables, whole grains, beans, nuts and soy products. All of these foods contain heart-protecting antioxidants and fiber, making it possible to prevent heart disease through diet. Healthy food habits can help you reduce three of the major risk factors for heart attack - high blood cholesterol, high blood pressure and excess body weight. They'll also help reduce your risk of stroke, because heart disease and high blood pressure are major risk factors for stroke.

When it comes preventing heart disease through diet, there's quite a bit you can do. Following a healthy eating plan will help you achieve and maintain a healthy body weight, a desirable blood cholesterol level and a normal blood pressure.

A healthy eating pattern is based on these recommendations:

- Use up at least as many calories as you take in.
- Be physically active. Aim for at least 30 minutes of physical activity on most days of the week or, best of all, at least 30 minutes every day.
- Eat a variety of nutritious foods from all the food groups. To get the nutrients you need, choose foods like vegetables, fruits, fish, whole-grain products and fat-free or low-fat dairy products most often.
- Eat less of the nutrient-poor foods. Limit foods and beverages that are high in calories but low in nutrients.
- Choose lean meats and poultry without skin and prepare them without added saturated and trans fat.
- Select fat-free, 1 percent fat, and low-fat dairy products.
- Cut back on foods containing partially hydrogenated vegetable oils to reduce trans fat in your diet.
- Cut back on foods high in dietary cholesterol. Try to eat less than 300 milligrams of



cholesterol each day.

- Cut back on beverages and foods with added sugars.
- Choose and prepare foods with little or no salt. Aim to eat less than 2,300 milligrams of sodium per day.
- If you drink alcohol, drink in moderation. That means one drink per day if you're a woman and two drinks per day if you're a man.
- Follow the American Heart Association recommendations when you eat out, and keep an eye on your portion sizes.

You don't have to give up your favorite foods, and every meal doesn't have to meet all the guidelines. Your overall eating pattern is more important than an individual meal. The secret to success is balance. If you sometimes have a high-fat dish for dinner, balance it with lower-fat foods such as steamed vegetables or a fruit for dessert. The same idea applies to high-fat or salty snacks. Eat small amounts, and balance them with foods low in saturated fat, trans fat, cholesterol and sodium, such as fruits, vegetables and fat-free milk products.

These guidelines may do more than improve your heart health. They may reduce your risk for other chronic health problems, including type 2 diabetes, osteoporosis (bone loss) and some forms of cancer. So enjoy a heart-healthy diet—and add in a good dose of daily exercise—and you'll be on your way to a healthier lifestyle!

Source: [www.americanheart.org](http://www.americanheart.org)



**The 2009 Pete Suazo Social  
Justice Award  
for Individual and Community  
Empowerment goes to...  
Sandra Asbury of Blanding, Utah!**

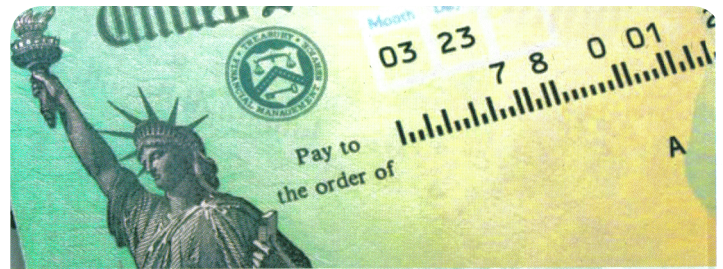
*By Claire Mantonya,  
Utah Developmental Disabilities Council*

Sandra Asbury, a retired special education teacher, is an amazing community organizer and advocate. When her son with intellectual disabilities graduated from school he asked, "Mom, where am I going to work tomorrow?" This prompted Asbury and her husband to start "Transitions", a provider agency in Blanding that contracts with the State to provide day services for people with intellectual and developmental disabilities. Asbury's vision, commitment, and hard work, has resulted in self-advocacy skill building and work opportunities for people with developmental disabilities in Blanding, Monument Valley, Montezuma Creek, and Moab.

Asbury has been innovative in starting her own business (using her collection of antiques as "start-up"), in which she teaches employees customer service, sales and money skills, and helping others start their own businesses. Asbury has assisted others with their dreams of opening a used book store, scrapbooking business and a gourmet foods section in the antique store.

The establishment of the food bank in Blanding was also a result of Asbury supporting someone with the fulfillment of their dream. Asbury learned of a community member who rarely left her home, so she began visiting her on a regular basis. During the visits Asbury learned of her dream to own a food bank. Asbury worked with her and many others in the community to make this dream a reality.

Asbury and people with developmental disabilities have since spread this vital food bank service to sites that provide day services (managed by Asbury) in Monument Valley and Montezuma Creek. Asbury's efforts have empowered many and have been instrumental in changing perceptions of people with disabilities.



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